

**San Jose Fire Fighters, IAFF, Local 230
2010-2011 Total Compensation Profile**

TOP STEP FIRE FIGHTER¹

	Current Compensation	After 8.91% Total Compensation Reduction²
Base Pay	\$98,238	\$88,758
Holiday-In-Lieu (5.623%)	\$5,524	\$4,991
Anti-Terrorist Training Pay (2.00%)	\$1,965	\$1,775
Education and Training	\$910	\$910
EMT	\$2,947	\$2,663
Uniform Allowance	\$495	\$495
Total Cash Compensation³	\$110,079	\$99,592
Retirement Contribution (44.16%)	\$46,689	\$42,184
Unemployment Insurance ⁴	\$747	\$675
Health Insurance ⁵	\$13,016	\$13,016
Dental Insurance (PPO) ⁵	\$1,271	\$1,271
Life Insurance	\$24	\$24
EAP	\$253	\$253
Other Benefits	\$62,000	\$57,423
Total Pay and Benefits⁶	\$172,079	\$157,015
Cost of 10% Total Compensation	\$17,208	
Total Compensation Savings		\$15,065
% of Total Compensation Savings		8.75%

Notes and Comments

¹ Fire Fighter classification is eligible for overtime.

² Assumes 8.91% Total Compensation is taken off of base pay

³ Does not include premium pays or FLSA overtime for employees on a 56hr work week based on their regular schedule.

⁴ Unemployment Insurance rate increased from 0.31% to 0.76% of payroll

⁵ Assumes employee is enrolled in family health and dental.

⁶ Does not include value of paid sick leave and paid vacation leave.